



FY20 EPS Board Trends

63 Considered by EPS Board for E9:

- 55 will populate the EPL (87%)
- Outdated or wrong rank on DA Photo
- Missing documents with no memo

171 Considered by EPS Board for E8:

- 147 will populate the EPL (86%)
- Failed, missing, or outdated APFT
- Missing or outdated DA Photo

233 Considered by EPS Board for E7:

- 197 will populate the EPL (85%)
- No DA Photo was a primary issue
- Missing memos was a major issue

381 Considered by EPS Board for E6:

- 362 will populate the EPL (95%)
- Did not meet standards
- Missing documents with no memo

- *A minimum of a "3" is necessary to populate EPL*
- *"6" is the maximum score*

Board Trends:

- Failed, missing or out of date APFTs
- Failed, missing or out of date ABCP
- No/outdated DA Photo
- DA Photo is in Army Green uniform
- Negative NCOER comments
- Missing documents
- Missing memo to Board President

General Observations:

- DA Photo- A current professional DA Photo consistent with the ERB was favorably viewed by the board
- NCOER- Quantitative data and strong comments from rating officials are favorably viewed by the board
- Civilian Education- Civilian education was viewed favorably by the board
- Military Education- Exceeding course standards was favorably viewed
- Whole Soldier Concept- The board viewed favorably those proficient in all aspects of the profession



Trends: Whole Soldier Concept

Job Performance/Potential

Positive Trends:

- Strong, complete packet
- IWQ Expert

Negative Trends:

- No quantifiable bullets for excellence
- Duplication of bullets from previous years
- Missing memos and/or current documents
- Sr. Rater comments conflict with Rater

Experience:

Positive Trends:

- Soldier is set apart from peers

Negative Trends:

- Areas of special emphasis or appointed duties on NCOER were blank
- Ribbons/badges not IAW DA Pam 670-1

Professional Development:

Positive Trends:

- Holds a bachelors degree
- Exceeded course standards

Negative Trends:

- Needs to improve civilian education

Physical Fitness

Positive Trends:

- Outstanding APFT scores
- Soldier consistently scores 270 or above

Negative Trends:

- Poor uniform fit in DA Photo
- Soldier is wearing wrong rank in DA Photo
- DA Photo is more than 5 years old

